

B-4
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Test Validation
DEFENSE INTELLIGENCE AGENCY
WASHINGTON, D.C. 20340-0001

24 JUN 1988

TO: Mr. John Wilson
NAPA Study Group

SUBJECT: Supplement to Task IV--Creating a More Diverse Workforce

You requested the following information which was inadvertently left off DIA's response:

Provide a list of recruitment/selection tests used by each IC agency and the status of the validation of each test.

1. Analyst Aptitude Test Battery (AATB) - used for entry level analysts - validation done by the Army Research Institute (ARI), which concluded that the test had no adverse impact on women and provided no definitive information on minorities.
2. Stereoscopic Acuity Test - required of all Imagery Analysts - part of the medical examination - tests and validation are done by the CIA. DIA does not maintain any information.
3. Clerical testing - DIA does not maintain any information; we use OPM's tests. Validation is done by OPM.



Assistant Deputy Director
for Human Resources

25X1

*Delivered 24 June - Craig Capen
2:30 -*

7-15-88 $\frac{5-1}{10}$

Current DIA ~~SES~~ data
per Carol Rice

54 white males
1 white woman
1 oriental male
56

White male = 96.4 %

* Male = 98.2
Female = .017

* White 98.2
Minority .017

COLUMN WRITE

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401982
#1982
%1987
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%

White Men

209

47.9

482

41.0

White Women

165

37.8

418

35.6

Minority Women

40

9.1

189

16.1

Minority Men

22

5.0

84

7.1

Total

436

1123

Men

22

184

209

482

231

566

Total (436)

(1123)

Percent

52.9

48.2

Women

40

189

165

418

205

607

Total (436)

(1123)

Percent

47.0

51.7

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Proportion of Workforce

1982 #14

1982 % White

1987 #

1987 % White

White Men

1381

58.7

11830

54.6

Black Men

132

5.6

200

6.0

Hispanic Men

6

.3

14

.4

Asian Men

9

.4

24

.7

Amer Ind./Alaskan Nat

7

.3

10

.3

All Men

1535

2078

White Women

627

26.6

870

26.0

Black Women

182

7.7

366

10.9

Hispanic Women

6

.3

15

.4

Asian Women

2

.08

12

.4

Amer Ind./Alaskan Nat

2

.08

11

.3

All Women

819

34.8

1274

38.0

All staff

2354

3352

Recruitment Profile

Of those who received bachelor's degrees in 1984/85, just over 50 percent were women and 12 percent were members of minority groups. In comparison, Table 6 shows that the percentage of women hired for key entry level positions stayed essentially the same, while the proportion of members of minority groups hired rose from 2.5 percent to 7.6 percent. DIA defines "key entry level positions" as GS-132 Intelligence Research Specialist Analysts and GS-334 Computer Specialists. DIA did not provide data on overall recruitment statistics.

~~Table 6.~~
Key Entry Level Positions - New Hires
Fiscal Years 1982 - 1987

Staff Characteristics	1982	1983	1984	1985	1986	1987
Total EODs	80	182	164	169	142	171 = 908
White - number	78	173	154	151	126	158
Percent of total	97%	95%	94%	89%	89%	92%
Minority - number	2	9	10	18	16	13 = 71 = 7.8%
Percent of total	3%	5%	6%	11%	11%	8%
Men - number	65	147	134	127	108	138
Percent of total	81%	81%	82%	75%	76%	81%
Women - number	15	35	30	42	34	33
Percent of total	19%	19%	18%	25%	24%	19%

DIA focuses employment advertising toward minority educational institutions, and does on-campus recruitment at schools, colleges and major universities with high proportions of minority enrollment. In addition, DIA participates in job and technical fairs which emphasize minority hiring.

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Chart derived from
P-4 & P-4
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DIA New Hires - Professionals
 Intel Esch Spec Analyst & Comp Spec

COLUMN WRITE

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		1982		1989		1989	
		Number	%	Intel Spec	Comp	Number	%
57	7	64	80%	114	17	131	77%
-	-	-	-	3	2	5	3
-	1	1	1%	-	-	-	-
-	-	-	-	2	-	2	1
-	-	-	-	-	-	-	-
-	-	65	81%	-	-	138	81%
13	1	14	17.5	23	4	27	16%
1	-	1	1%	-	5	5	3
-	-	-	-	1	-	1	n
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	-	15	18.7%	24	-	33	19%
Total Prof EDOs		80	-	-	-	171	-
White		78	97.5	-	-	158	92.3
All minorities		2	2.5%	-	-	13	7.6%
n = < .1%		-	-	-	-	-	-